

AI ROI Opportunities for Anders Group

Prepared for **Josh Davis** · President and Co-Founder

THE CENTRAL QUESTION

How can Anders protect and scale its people-first service model as healthcare staffing becomes more data-intensive, cost-conscious, and operationally complex?

EXECUTIVE SNAPSHOT

Scale the service model—not the coordination burden.

Anders combines nationwide nursing, allied health, and therapy staffing with a people-first, relationship-led promise. As clients connect internal and contingent labour data, Anders may have an opportunity to make its operating picture more legible across recruitment, credentialing, finance, sales operations, people, IT, and leadership.

CONFIRMED	National, multi-specialty delivery with specialist functions and variable timecard processes.
OBSERVATION	Shared definitions and visible exceptions may help preserve personal service at scale.
VALIDATE	Current reports, systems, definitions, priorities, volumes, and operating gaps.

THREE SHIFTS TO WATCH

- 01 Clients are managing one labour ecosystem**
- 02 Demand is fragmenting by segment and setting**
- 03 Operational intelligence is becoming part of the service**

Method: outside-in, evidence-led, and designed to identify one useful first experiment. Facts, observations, and questions remain distinct.

Three changes that may alter how healthcare staffing firms compete.

01 Clients are managing one labour ecosystem

Change: Health systems are combining internal pools, contingent suppliers, workforce platforms, and real-time data rather than treating agency labour as a separate channel.

Evidence: AHA highlights internal float pools and workforce data. Cross Country and AMN describe central views across internal and contingent labour, forecasting, and labour-mix optimisation. [5][6][7]

Why it may matter: Anders may increasingly need to pair relationship-led fulfilment with clean status, readiness, and service data that fits the client's wider operating model.

AI implication: Connect approved operating data, explain changes, and route exceptions without replacing client relationships or human judgement.

Leadership question: What information would make Anders easier to work with—and easier to manage—at scale?

02 Demand is fragmenting by segment and setting

Change: Travel nursing, allied, per diem, internal pools, outpatient, ambulatory, and home-based models are moving at different rates.

Evidence: Cross Country points to modest allied and per diem expansion in 2026 and continued movement towards lower-cost care settings. BLS projects faster growth in healthcare support roles than practitioner and technical roles. [4][6]

Why it may matter: Aggregate activity can hide important differences in demand, exceptions, speed, and service requirements across Anders' disciplines and markets.

AI implication: Move leadership reporting from totals towards segment-level signals: what changed, why, and what requires attention.

Leadership question: Which service line, client type, or setting is changing fastest—and can Anders see the operational impact early?

03 Operational intelligence is becoming part of the service

Change: Leading workforce firms increasingly compete on visibility, fulfilment precision, reporting, and verified readiness—not only candidate supply.

Evidence: AMN prioritises reporting, analytics, predictive tools, and streamlined credential steps. Joint Commission requires complete, measurable evidence for travel-staff credentials, competency, and background checks. [7][8][9]

Why it may matter: Anders' people-first model remains the differentiator, but shared definitions, traceable exceptions, and visible readiness may help deliver and demonstrate that service consistently.

AI implication: Use AI as a traceable synthesis layer that highlights missing or conflicting information and recommends follow-up while specialists retain every decision.

Leadership question: Which five leadership questions should be answerable every week from the same definitions and source records?

Start with visibility. Use the evidence to choose what comes next.

01	Operational reporting and leadership visibility	Read-only, easiest to test, lowest risk, and creates the baseline for the next investment.
02	Payroll and timecard exceptions	Strong evidence and weekly cadence, but sensitive pay data requires tighter controls.
03	Credentialing and compliance	High readiness value, but requirement sources, documents, and decision rights are more complex.

MAIN OPPORTUNITY

Operational reporting and leadership visibility

A traceable weekly brief could connect approved data, surface workload and ageing exceptions, explain what changed, flag missing or conflicting information, and recommend follow-up—without making decisions or changing records.

Questions: What changed most? Where are items ageing? Which workflows create repeat work? Which teams require attention? What service risks need review? What trends are emerging across recruitment, credentialing, finance, or client operations?

Validate: Current reports, source systems, definitions, cadence, data owners, and where visibility is already strong.

Control: Named owners approve definitions and every brief. The workflow remains read-only.

02 · PAYROLL AND TIMECARDS

Prepare a prioritised exception queue from approved rules. Payroll retains every

03 · CREDENTIALING

Organise readiness, missing evidence, and conflicting requirements. Specialists retain every cl

Measure the baseline before estimating the return.

FIVE ANDERS INPUTS

- 01 Weekly process volume
- 02 Hours currently spent
- 03 Exception or rework volume
- 04 Loaded cost of the people involved
- 05 Financial, service, or capacity impact of delay

FORMULAS

Weekly process cost = Hours per week × Loaded hourly cost
Annual capacity value = Hours released per week × 52 × Hourly value
Annual exception cost = Cost per exception × Annual volume
Avoided rework value = Reduced repeat handling × Handling time × Hourly value
Experiment ROI = (Measured benefit – Experiment cost) ÷ Experiment cost

RECOMMENDED FIRST EXPERIMENT

A four-week, read-only leadership brief.

Prove whether connected data can answer useful questions before automating a sensitive transaction workflow.

Scope

Two or three approved sources; one agreed weekly view of workload, ageing, exceptions, and change.

Why first

Lowest risk, fastest baseline, and clearest way to identify whether reporting, payroll, or credentialing deserves deeper investment.

AI role

Combine approved data, answer agreed questions, cite records, and flag gaps or conflicts.

Human role

Approve definitions, verify every brief, decide what matters, and own every action.

Success

Useful answers, traceability, reduced preparation effort, and clear evidence for the next decision.

Read-only. No record changes. No employment, payroll, credentialing, financial, or customer-facing decisions.

SOURCES

Evidence behind the brief.

- [1] Anders Group — [Meet the Anders Group Team](#) — Josh Davis' title and specialist-team structure.
- [2] Anders Group — [Why Anders / Our Story](#) — nationwide model and people-first positioning.
- [3] Anders Group — [Navigating Payroll](#) — weekly payroll and facility-specific timecard processes.
- [4] BLS — [Employment Projections 2024–2034](#) — healthcare growth projections.
- [5] AHA — [Built to Adapt](#) — internal pools and workforce data.
- [6] Cross Country Healthcare — [2025 Form 10-K](#) — labour visibility, segment outlook, and care-setting shifts.
- [7] AMN Healthcare — [2026 Proxy Statement](#) — reporting, analytics, credential workflows, and scaled operations.
- [8] Joint Commission — [HCSS Certification](#) — performance measurement and quality framework.
- [9] Joint Commission — [HCSS-7](#) — credential, competency, background-check, and data-consistency requirements.

This is a strategic perspective, not a diagnosis. Anders' current reports, systems, definitions, volumes, and priorities should be validated before any experiment or ROI estimate.

Which feels closest to a genuine Anders priority?

1. Operational reporting and leadership visibility
2. Payroll and timecard exceptions
3. Credentialing and compliance
4. None — there is a more important workflow

Reply with the number and any assumption we should correct.